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TEAMSTER CONVOY DISPATCH

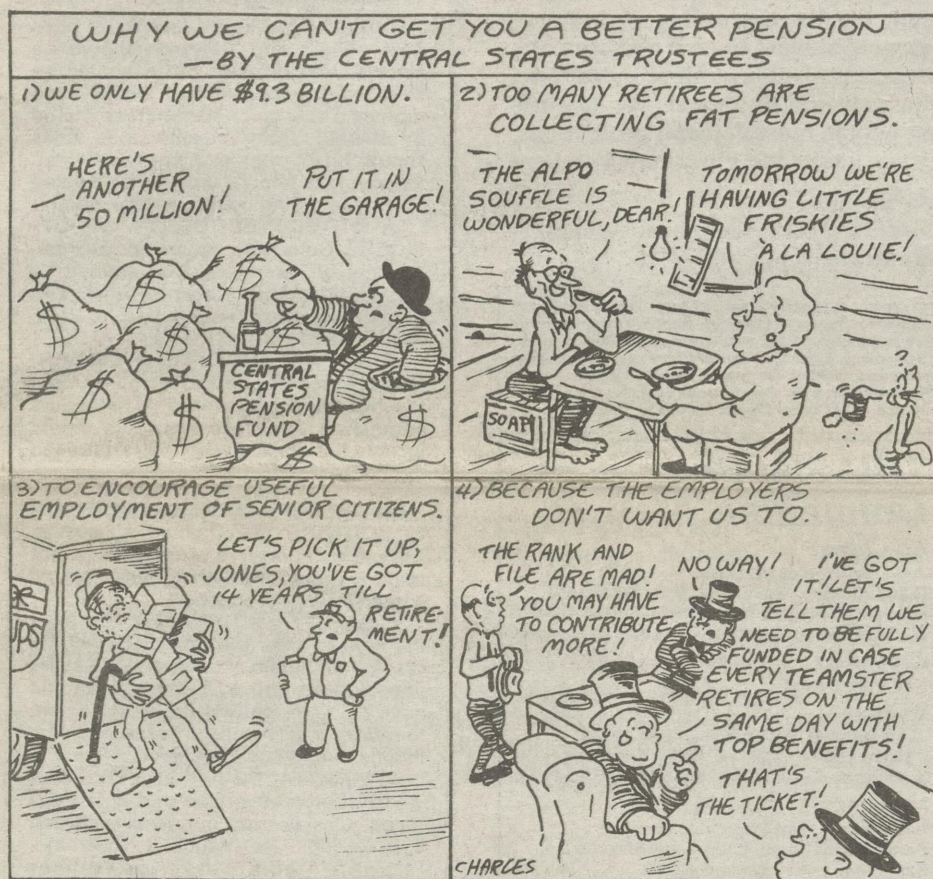
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VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

June/July 1989 #88

Officials Respond — Raise Their Pensions 29%!

Pension Movement Demands Action



The union trustees of the Central States Pension Fund are concerned. The fund's assets have shot up \$500 million in the first few months of 1989 to now exceed \$9.3 billion. In 1988 the fund took in some \$1.66 billion in contribution and investment income, but paid out \$900 million in benefits. The fund's ratio of income to payout of benefits is so high that it will soon be fully funded.

Union trustees have openly expressed a fear that at full funding some employers may pull out of the fund, as there will be no withdrawal penalty at all. The Western Conference Pension Plan, with \$8 billion in assets, is in the exact same situation. The union trustees of the pension funds now have another concern: the Teamsters who pay the freight are mad as hell and not going to take it anymore. We are starting to organize.

In recent months TDU has taken considerable time and effort to survey members on the pension issue and conduct background research. We've helped organize major petition drives involving more than 50,000 Teamsters. So far the union trustees have refused to respond positively.

The Central States trustees, through

their director, Ronald Kubalanza, responded to 30,000 Teamsters who petitioned the fund by refusing to even meet with a delegation. Then these union trustees, rich off our dues, sent an insulting and misleading booklet to every member of the fund telling them to be happy and quit complaining. A similar letter requesting a meeting is presently before the Western trustees.

Affiliates Plan Benefits Raised

Now the International union, in a May 23 TITAN message from President William McCarthy to all local unions, has delivered the biggest insult yet: they have raised their special officers-only Affiliates Pension Plan by 29%! (See page 8.) Our officers spurn us, then raise their own pensions while they continue to go along with the employers in refusing to take positive steps to meet the just demands of the members.

A Strategy to Win

We know why employer trustees, like top trucking negotiator Arthur Bunte Jr. of TMI, don't want to raise benefits. If benefits go up, the employers might have to shell out more in pension contributions in the next contract bargaining. But the truly sickening thing is that our union trustees, each with at least three pensions, go along with the employers' program.

We've come to a three-pronged strategy to win. First, we are going to continue to pressure the trustees. This will involve actuarial research, so we will have our own facts and figures to present to the rank and file, in court, and wherever else we need them. We are going to continue to hold pension meetings to educate members from

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Judge to IBT on Reform: 'Actions Speak Louder Than Words'

Court Names Administrator, Investigator, Election Officer

Declaring that commitments "by the leadership of the Union to adhere to democratic principles, to root out corruption within the Union, and to lay a foundation for a Union that represents its members with undivided loyalty and zeal ... are merely statements of good intentions," a federal judge appointed three men May 31 to supervise elections and root out corruption within the Teamsters union. The appointments were pursuant to Article 12 of the consent decree signed by the court in March, settling the U.S. government's racketeering lawsuit against the International union.

In a prepared statement, Judge David N. Edelstein of the U.S. District Court in New York, who presided over the case, sent a clear message of the court's intent. "I remind the Teamster leadership that actions speak louder than words, and they have now an op-

portunity to speak loudly and clearly to the Union members, and indeed, to the public at large, by their actions."

The appointees are Frederick B. Lacey, Independent Administrator; Charles M. Carberry, Investigations Officer; and Michael H. Holland, Election Officer. TDU attorney Nina Pillard congratulated all three officers on their appointments and offered TDU's cooperation in making the Right to Vote a reality for all Teamsters.

The consent decree, as *The Wall Street Journal* noted, was "greatly influenced by the concerns and platform of Teamsters for a Democratic Union." It guarantees the right of all 1.6 million Teamster members to vote for the IBT General President, General Secretary-Treasurer and all other members of the General Executive Board. That election will be held

in 1991, within four to six months following the International Convention. All Teamster members also will vote for delegates from their local unions to attend the IBT Convention, where our union constitution can be amended to include even more rights for the members. (See details, page 11.)

Independent Administrator Lacey is

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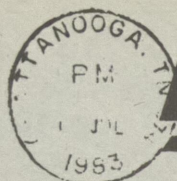
Teamsters for a Democratic Union

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This paper is paid for and distributed by concerned Teamsters. We invite you to do your part—join TDU (application on back page) to help improve our union.



From the Members

Hope for Future Pensioners

I just read your April issue of *Convoy Dispatch*. Well, I am a Teamster, I drove for 34 years and because I got cancer before age 55, my pension is \$184.50. I am now 62 and believe me, living is slim, so I hope all future pensioners can improve the system. We had to move to Arizona from Glendora, Calif., in 1983, as it is cheaper to survive. I dare you to print this one month and see how many more Teamsters there are out here like me who have over 30 years in.

Earl Bengtson
Local 542, Anaheim Transfer
Yuma, Ariz.

'Fatty Bill,' Juke Rackets, Hindsight

On going through my old papers I found my Honorable Withdrawal card from Local 345 (taxi cab drivers), IBT, December 1946.

In those days International President Dan Tobin had no qualms about selling a charter to Fatty Bill Presser of Cleveland. We used to laugh at Fatty Bill waddling into a bar in Akron with his bodyguard Babe Tricarro, a hood from the Cleveland gangs who was a strike-breaker at the Black & Decker strike in Kent, Ohio. Presser came in to check that the bar owner had the Teamster sticker on the juke box of his gangster buddies' juke. Little did we suspect that in the future this racketeer would take over our democratic locals and pass

the crown down to his fat kid, Jackie.

I have been aware of your work and support it wholeheartedly, and I wish you the best of luck in TDU. I can't afford it on my retirement, but I am sending \$30 and will welcome *Convoy Dispatch*.

James Emlyn Thomas
Barberton, Ohio

Ohio Kroger Drivers' Solidarity

Enclosed is a money order (\$404). This is what's left from our settlement with Kroger for closing the Solon center and not taking any drivers to Columbus. The Kroger Driver Solidarity Committee decided to use the remainder of the money to advance TDU and its causes. We'd like the money divided one half for the pension work, quite appropriate with Kroger's record; the other money to general use for TDU.

Thomas M. Edmiston
Kroger Driver Solidarity Committee
Akron, Ohio

Central PA Pension Benefits Are Poor

The most important issue to me personally is to try to improve our pension benefits. Jim Burns, president of Local 429 and trustee of our pension fund, recently sent us a newsletter stating that over \$700 million dollars in the pension fund is required to pay pensions already earned. Many of us Central Pennsylvania Teamsters feel that our retire-

ment benefits are unrealistic. We don't even have an early retirement like many of the other funds we read or hear about.

Ronald L. Wilson
Local 430, CF
Emigsville, Pa.

Hold Employers Liable for Actions

Workers, even under Teamster contracts, are inadequately protected from greedy, unscrupulous employers and bosses. A person who is unfairly discharged or suspended must get his job back with back pay. A boss who sets up unsafe or illegal working conditions and running times must be made legally responsible. If these bosses were subject to civil and criminal prosecution, almost all of these abuses would disappear. We as working people must demand protection by our union and government.

Al Marchesi
Local 921, S.F. Newspaper Agency
San Francisco, Calif.

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TDU Steering Committee

Co-Chairs:

Joe Day, Worcester, Mass., Local 170
Diana Kilmury, Vancouver, B.C., Local 155
Michael Ruscigno, New York Local 138
Michael Savoir, Kansas City Local 41

Organizer:

Ken Paff, Detroit

Trustees:

John Braxton, Philadelphia Local 623
Dan Campbell, Saginaw, Mich., Local 486
J. Anthony Smith, Washington, D.C., Local 639

Members:

Scott Askey, Barstow, Calif., Local 63
Sarah Bequette, St. Louis Local 600 spouse
Sam Fenn, Los Angeles Local 63
Barbara Mooney, Phoenix Local 104
Luis Ortiz, Phoenix Local 104
O.L. Pinson, Shreveport, La., Local 568
William Stromatt, Atlanta Local 728

Alternates:

Roy Ray, Denver Local 961
Dana Beougher, Tampa Local 79
George Beam, Nashville Local 327

How to Contact TDU Offices

We want to hear from you. Contact us at one of the locations listed below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

TDU National Office: P.O. Box 10128, Detroit, Mich., 48210. (313) 842-2600.

TDU Washington Office: 2000 P St., N.W., Room 612, Washington, D.C., 20036. (202) 785-3707.

TDU N.Y./N.J. Office: YWCA Building, Room 620, 30 Third Ave., Brooklyn, N.Y., 11217. (718) 852-9230.

TDU Western Organizer: Doug Allan, P.O. Box 7445, La Verne, Calif., 91750. (714) 593-9791.

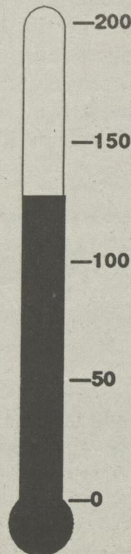
News & Ideas Worth Spreading!

Teamsters read *Convoy Dispatch* because the news matters to them. Sometimes it's big news, like pension reform, Majority Rule or the Right to Vote. But just as often it's a short story about their terminal manager's latest snafu. There is only one source for material like this—you. After our last issue a business agent told his members, "I will never make a move without checking with you guys again. I do not want my name in that paper that goes across the country." This helps our

union do a better job. And isn't that what we're all after?

So if you want to build up circulation where you work, order a bundle for sure. And keep your eyes open for a story that will strike home or tickle some ribs at your workplace.

New Bundle Distributors



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Return to TDU, Box 10128, Detroit, Mich. 48210

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1988 for one year. Our Rank & File Convention had 500 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.



Washington Watch

Convicted in '70s for Taking Employer Payoffs, Embezzling Union Funds

McCarthy Appoints Vitale as Vice President

IBT President William McCarthy testified April 7 before the U.S. Senate Permanent Subcommittee on Investigations that he was cleaning up the union, and boasted that he had forced out IBT Vice President Maurice Schurr because he had been convicted of employer payoffs. McCarthy forgot to mention that Schurr had also committed the "crime" of supporting Weldon Mathis instead of McCarthy for our union's top job.

Three weeks later McCarthy appointed another International VP, a man who has been convicted of not only taking employer payoffs, but also of pocketing union funds directly! George Vitale was convicted in the 1970s of both crimes. He pleaded guilty to one, and was convicted by a jury of the other. In each case he managed to get a fine and probation and avoid jail. Vitale is the president of Local 283, a small Detroit local, and also head of the Automotive and Petroleum Division of the Teamsters. In Michigan

Teamster politics, Vitale is a long-time opponent of Bobby Holmes, the IBT VP who recently resigned in a deal with the U.S. government. Holmes supported Mathis against McCarthy.

Last year, Vitale attempted to slip through a 50% dues hike in his local. A few stewards and members organized, got out a flyer and some 400 members voted it down by a huge margin. Vitale's 1987 union compensation totaled \$117,504.

Gairald Kiser Appointed VP

Perhaps Vitale's appointment was a fluke, you say? Well, at the end of May McCarthy made yet another vice-presidential appointment, Gairald Kiser, former three-term president of Cincinnati Local 100. Kiser, an ex-boxer, agreed not to run for another term in 1983 after a feud erupted on the local union executive board and charges were flying about misappropriation of union finances. The International union stepped in, Kiser

agreed not to run for office and was rewarded with a job as a DRIVE field rep in 1984. Kiser made \$117,995 last year in salary and expenses as a DRIVE rep.

"If you wanted to find the worst possible picture of a union official, with the pinky ring, fancy clothes, big cigar and brash talk, you would look at Kiser," one Ohio Teamster official summed it up. Two other officials and many rank and file Teamsters familiar with Kiser agreed. Some local officials in Ohio are protesting to McCarthy about the appointment.

McCarthy has now appointed five VPs and two trustees to the General Executive Board, with more to come. The vacancies are largely a result of deals in the racketeering lawsuit and convictions in the ghost-employee lawsuit in Cleveland.

Who's Out:

- Maurice Schurr of Philadelphia, pressured to resign as a result of a conviction for taking employer payoffs;
- Bobby Holmes of Detroit, forced to resign (on pensions of \$205,964 a year!) in a court settlement;
- Don Peters of Chicago, forced to resign in a court settlement;
- John Cleveland of Washington,

D.C., retired;

- Harold Friedman of Cleveland, convicted of labor racketeering and embezzling union funds in the ghost-employee scam in Cleveland—technically, he is on a "leave of absence" while he appeals.

Who's In:

- Francis Hackett of Boston, a business agent in McCarthy's Local 25;
- R.V. Durham of Winston-Salem, N.C., IBT safety director, president of Local 391;
- Mitchel Ledet of New Orleans, president of Local 270;
- George Vitale of Detroit, president of Local 283;
- Gairald Kiser of Cincinnati, DRIVE rep, former president of Local 100.

McCarthy also has appointed two new International trustees:

- Robert DeRusha, an officer in Local 437, Haverhill, Mass.;
- Harold Yates, president of Local 120, St. Paul, Minn.

Stay tuned for more inspiring leadership coming your way. And think about the chance to vote by secret ballot on each and every one of these folks in 1991. You will have that opportunity if you help build the movement now. See TDU application, page 12.

Up, Down and Around

SUPPORT ANTI-SCAB H.R. 1383. In March, Congressman Joseph E. Brennan (D-Maine) introduced a bill in the U.S. House of Representatives to make it an unfair labor practice for an employer to hire, or threaten to hire, permanent replacement workers during the first 10 weeks of any strike. Over 30 members of Congress co-sponsored the bill, known as H.R. 1383. This bill represents a step toward equalizing the playing field of labor relations, which is heavily tilted toward the employers. It was referred to the Committee on Education and Labor. You can write to your representatives in Congress in support of H.R. 1383 by simply addressing a short letter or postcard to: The Honorable _____, U.S. Senate, Washington, D.C. 20510, or U.S. House of Representatives, Washington, D.C. 20515.

TRIMMING FAT. Paul Locigno, the IBT legislative director who you paid \$115,289 in salary and expenses last year, was finally let go in April. Recently he was known to have nothing to do. Locigno was a member of the Fred Schwartz Anti-Communist Christian Crusade and an advocate of "Right to Work" when the late Jackie Presser hired him. As a Presser aide he worked to support Senator Orrin Hatch (R-Utah) and threatened congressional people who solicited advice and testimony from TDU. He is now working in a PR firm under a former member of the Reagan Administration.

AVERAGE UNION WAGES for 1988 were \$474 per week, compared with an average \$353 for non-union. Unionism pays! On the down side: 27% of all union decertifications, where the employer manages to beat the union or convince the employees to vote the union out, occur in Teamster shops. Since the Teamsters are about 9% of the unionized workforce, this figure is very high. It's time to clean up our union's act and bust the union-busters.

AUD PETITION ON RIGHTS. The Landrum-Griffin Act (LMRDA) states, "Every labor organization shall inform its members concerning the provisions of this Act," which includes union members' rights to free speech and assembly, and to obtain copies of collective bargaining agreements, constitutions, bylaws and specific financial reports. Labor organizations did report these rights, once, 30 years ago, when the Act went into effect. Now the Association for Union Democracy (AUD) is petitioning the U.S. Department of Labor to adopt a regulation that "all labor organizations shall inform their current members of the provisions of the LMRDA ... and all new members ... shall be informed of the ACT within 90 days of their entry as members." AUD is a non-profit organization promoting democracy in the labor movement. For a copy of the petition, contact AUD, 30 Third Ave., Brooklyn, N.Y. 11217.

Court Appoints 3 Officers

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a former federal district judge, former U.S. attorney for New Jersey, and now a partner in the New York law firm of LeBoeuf, Lamb, Leiby and MacRae. Investigations Officer Carberry is a former assistant U.S. attorney for New York, where he prosecuted some major securities fraud cases, including the case against Ivan Boesky. He is now a partner in the New York office of the law firm of Jones, Day, Reavis and Pogue.

The Administrator will have all rights and powers to discipline IBT officials, acting as a judge in such cases. The Investigator will serve as a prosecutor, with the right to investigate wrongdoing and file charges against IBT officials, and introduce evidence at hearings. These powers last until late 1992.

For example, it is expected that Harold Friedman, an International VP who was convicted of racketeering and embezzling union funds in the Cleveland ghost-employee scam, will be brought up on charges and expelled. He is now on "leave of absence," pending appeal of his case.

Elections Officer Holland is a labor attorney in Chicago and former general counsel of the United Mine Workers of America from 1982 to January 1989. He will make the rules

for the upcoming IBT elections and delegate elections, and have the power to supervise the delegate elections in every IBT local union, the general election for officers in 1991 and the general election in 1996. Holland can hire staff and may use U.S. Department of Labor help. A side-letter to the consent decree provides that local elections held in 1990 will be supervised as well, because delegate elections may be held at the same time.

TDU has written all three appointees to set up early meetings with them, and will continue to do everything possible to ensure free and fair elections. As soon as possible, TDU will print information on how members may correspond with the Administrator, Investigator and Elections Officer. TDU makes available copies of the consent decree in the case to those who write and request them. Free to TDU members, others send a donation.

The TDU International Steering Committee will meet in late June to plan strategy and tactics for the upcoming delegate elections, and discuss possible candidates for IBT office, our platform, alliances and more. Recommendations and information will then go to the TDU Rank & File Convention, Nov. 11-12, in Pittsburgh. Concerned members should mark their calendars and plan to be there.

Locals in Mississippi, Alabama, Georgia Cry Foul

Grievance Panels: Rigged for Politics

Rank and file Teamsters have known for years that the grievance-panel system is a farce. Now that there is a power struggle at the top of the union, even the big boys are bitter that their members are being punished in the panels for political reasons. The situation is worst in the Southern Conference, where there are constantly shifting alliances and an almost continual battle for control.

Officers of Locals 891, 728, 928 and 612 claim that every freight and UPS Teamster in Mississippi, Georgia and Alabama is being punished. Unjust firings are being upheld. Innocent Teamsters are losing their livelihoods and pensions because of the infighting of a few greedy officials. Officials like Mathis and West, who did the same thing when they were in power, now whine about the corrupt horse-trading of grievances, while the rank and file suffer the consequences.

In control of the conference now is Joe Morgan, International VP and Southern Conference director. When Weldon Mathis lost his bid for General President to William McCarthy, the Southern Conference's balance of

power shifted. Don West, a Mathis supporter, International VP and Southern Conference freight director, was ousted from his freight position and Billy Patrick from Little Rock Local 878 was named his successor.

Jimmy Carrington of Memphis Local 667 threw in with Morgan and took over the chair of the road committee. Luther Watson, president of Local 480 in Nashville and a Morgan supporter, was named chair of the city committee and given the plum of running Local 327 in Nashville, which is currently under trusteeship. Joe Morgan Jr. continues to hold his grip on the Georgia/Florida Conference. Locals 515 in Chattanooga and 519 in Knoxville toe the line with the Morgan crew for fear of being retaliated against at the grievance committees.

TDU to Take Issue to Court Appointees

In the racketeering (RICO) case against the IBT, much attention was focused on organized crime and violence against union members. TDU has always taken the position that the violence rank and file Teamsters suffer

most is economic violence: firings, suspensions, stolen pensions and lost grievances. TDU is going to ask the new court-appointed Investigator and Administrator to investigate the grievance committees to determine if they are a fair hearing process or in fact a method of horse-trading and punishing political enemies.

All members have the right to have

their cases heard in a fair and just fashion, regardless of whether their local supports Mathis, McCarthy or neither one, and whether they are TDU members or not. Our union must have room for all types of political expressions and opinions. What it can't have is a grievance procedure stacked against innocent members for political reasons.

Pressure Builds on McCarthy To End Yellow's Special Panels

In the *International Teamster* magazine, September 1988, President William McCarthy made the following pledge: "The line between the rank and file and the General President is unbroken. In carrying out my duties, I won't forget my roots, I won't ignore the wishes of the rank and file and I won't tolerate anyone who does. ... I'll never forget this union's roots in trucking and I'm not ready to throw in the towel in that or any other industry."

Two months later, in December 1988, McCarthy signed an agreement with Yellow Freight that allowed the carrier to get out of the regular Master Freight grievance panels and form special Yellow Freight panels. Since that time these special panels have made a mockery of the contract by altering past decisions and dividing the NMFA.

Northwest Transport Spreads East

Mike Molgard
Local 961, Northwest Transport
Denver

Many Teamsters I meet are unaware of our company, or think we are non-union. We are very much union and there are some 3,000 of us at Northwest Transport (NWT). Just a few years ago NWT was a small regional carrier, but now we run from the West Coast all the way to Ohio.

Freight Teamsters will be interested to know we are under the full NMFA, with no ESOPs or Article 6 deals. NWT has not even asked for wage concessions. NWT is a family-run corporation, closely managed from the Denver headquarters. It is highly profitable, with operating ratios running about 90%, one of the best in the industry despite the lack of concessions.

Members and officers nationwide are expressing their displeasure in large numbers. Local 413 in Columbus, Ohio, sent a message to McCarthy protesting the panels. McCarthy replied with a letter to Yellow management asking them to look into the problem! Local 407 in Cleveland went on record against the panels in a unanimous vote at the April 23 union meeting. Local 299 in Detroit also has gone on record asking that the deal be ended.

Thousands of Yellow Freight Teamsters have signed the TDU petition demanding that McCarthy end the special panels. He can do it with the stroke of a pen, giving a 60-day notice to the company. The rank and file have spoken. McCarthy should live up to his pledge and act accordingly.

NWT also operates on the basis of a sleeper-team operation, with some 700 drivers based out of Denver. This kind of job is not for everyone. Recently, our union conducted a third vote on work-rule changes, which some of us find pretty ridiculous.

Our major problem is non-union competition. Near our terminal are the yards of several non-union outfits: Edson, Motor Cargo, Overnite, Viking (owned by Roadway) and Merchants. Neither the IBT nor Local 961 is doing a thing about it. Until the IBT adopts a serious, long-term organizing drive in the industry, with the kind of funding now reserved for officers' salaries and extra pension plans, none of us is going to have truly secure jobs. Now that we have the Right to Vote, let's use it to address this problem.

Freight Lines

Pie Lays Down Law on Prehooking Units.

Top management at PIE sent out a memo to all terminals complaining about the number of injuries to line drivers related to converters. The memo stated company policy: "If you have the equipment you will prehook your outbound loads." Management expressed surprise that "in some cases, terminals will not even assist the line driver when he requests help." The memo suggests terminal managers look at their yards and ask themselves four questions: Is it level? Is it in good repair? Are all of the converters in one area, and are they close to the outbound staging area? And, would I want to be here by myself when the terminal is dark, hooking a set of pups? Drivers should be on the lookout for terminals not complying.

Preston Takes Cooperation to New Heights.

Stewards throughout the Preston system are being wined and dined at corporate headquarters with an all-expense-paid, week-long seminar on Labor-Management Cooperation. Stewards are encouraged not to file grievances when contract violations occur, but to have a friendly chat with management, who will take care of everything. No toilet paper in the restroom? Worn out or defective equipment? Don't worry. Preston has advised the stewards to set up a thousand-dollar fund at each barn to take care of such minor details. That way, Teamsters won't have to go through the hassle of the grievance procedure and the entire family will be happy, especially management.

First Quarter Results Are Up.

Revenues and profits for the first quarter are up for most of the major LTL carriers compared to 1988 figures. However, analysts are expecting a drop in tonnage due to a weaker economy. Several carriers are beginning to engage in rate cutting again in order to gain more market share. Following are some first quarter results:

Yellow Freight: Tonnage increased 7% compared to the first quarter of 1988, but was down 2% from the fourth quarter, indicative of the slowing economy. Slowdown or not, Yellow increased its profits over the same period in 1988 by 66%, making \$15.7 million in the first quarter. **Roadway:** Tonnage increased 1.7% compared to the first quarter of 1988. Profits increased 25% over the same period in 1988. **CF:** Tonnage increased 7.4% in the first quarter. The Conway divisions increased their tonnage by a whopping 29%, which indicates much more LTL freight going to the non-union Conway Central, West and South divisions. All together CF posted a 28% increase in profits in the first quarter. **Preston:** Tonnage increased 3% in the first quarter with big gains going to non-union Saia and Smalley divisions. Profits were up by 130% over 1988 figures. **Carolina Freight:** While tonnage dropped 7.7%, Carolina increased its profits 200% in the first quarter. Carolina attributed the increase in profit to a productivity program instituted last year, which was designed to offset higher labor costs.

Transportation analysts at Alex and Brown have speculated that with a slowdown in the economy and less tonnage, rate discounting will return this year as the giants scramble for their share of a reduced market.

Memphis TDU Sponsors Seminar on CDL Test.

More than 50 drivers attended a seminar given by Tennessee authorities on preparing for the Commercial Drivers License test, which begins in June for drivers in that state. The seminar was sponsored by the Memphis TDU chapter. Calvin Davis, Roadway driver and chair of the Memphis chapter, said, "We were happy to provide some education to the drivers in this area. That's what TDU is all about, to educate people so they can better protect themselves and to get people together."

Memphis TDUers have pledged to recruit 300 new TDU members by the time of the TDU Rank & File Convention, Nov. 11-12. "We're already halfway to our goal," Calvin said. For information on how to sponsor a CDL seminar in your area, contact the TDU office.

Union Sends Warning on ANR's Pro Councils

In a TITAN message to all freight locals, President William McCarthy has begun to take a stand against company-run employee groups: "We have been informed that ANR Freight has created at one location an employee group called Pro Council. ... We believe ANR Freight will directly deal with the employees through this Pro Council rather than with the appropriate Teamster local union. If you are aware of efforts by ANR Freight to create a Pro Council or similar employee group in your area, please Titan this information to: Jack B. Yager, National Director of Freight."

What Are Pro Councils?

Pro Council, which ANR says stands for People, Pride and Profit, is an employee group similar to the Quality Teams at Yellow, the Associates at Preston, and other groups at Roadway, Carolina, and now developing at CF. ANR claims the groups will "give the employees an opportunity to communicate their ideas and thoughts on how to improve service, save money, cut costs and be able to operate more

effectively and efficiently."

Actually, it is a scheme to bypass the union and encourage competition among both ANR's own workers and other Teamsters. These groups are put together with no union representation and are intended to change work rules and contractual procedures without bargaining with the union. At Preston workers are encouraged not to file grievances. CF is developing a program it plans to implement without negotiating with the union. These

"Quality Circles" are starting up at other companies, with the same goals in mind.

How the Pro Council Works

The minutes of the May 5, South Holland, Ill., Pro Council meeting are instructive. A dock worker "started off the discussion of the dock with poor stacking, productivity a must, and simply following rules and avoiding claims." While working smart and putting in a fair day's work is a good idea,

Protect Your Union in 'Employee Groups'

Following are a few guidelines to consider if your employer has Affiliates, Pro Councils, Quality Teams, Quality Circles, or "employee-participation groups" by any other name:

1. Go to the meetings and monitor them. If any contract matters or work rules are discussed, take notes and report this to your local union and TDU. The company is committing a violation of the National Labor Relations Act.
2. Turn the meetings into union meetings by discussing real issues. The company wants to cooperate? Begin

by discussing safer equipment, saving jobs by stopping railing or non-union divisions, reducing unjust discipline.

3. Think and act union. We have an obligation to our brothers and sisters. Through solidarity our union has won better pay and conditions over the years. Solidarity should be our watchword, not division.

4. To learn more on how employers use these groups to break down the strength of the union, you may want to read "Inside the Circle: A Union Guide to QWL," available from TDU for \$10.

CF Workers: Thumbs Down on Gain Sharing

After spending hundreds of thousands of dollars on a bogus survey of the employees, and after sending consultants on the road to "explain" the company's gain-sharing proposal, CF management is finding out that Teamsters are skeptical about and downright hostile to the idea of productivity-based pay. Now CF is changing its tune.

The consulting firm of Towers Perrin was contracted to determine the feasibility of gain sharing at CF. After analyzing a survey of employees in which only 40% voluntarily participated, Towers Perrin came to a premature conclusion: "Over 80% believe: Performance incentives would help motivate employees to participate" in the program. The problem is CF has no program now. Or it's still developing its program. Or it's just not saying what the program is.

At one of the first stops, in Richfield, Ohio, a representative from Towers Perrin said that each year CF sets a profit goal. Gain sharing would be determined by taking the projected profit goal and setting aside a percentage above that level to distribute to

employees based on productivity. When asked for specifics on the program and how the employees would know that the projected profit goal was accurate, the rep said, "You'll have to trust the company."

In an uncharacteristic fit of honesty, the real motivation behind gain sharing was revealed when an employee asked why the company was proposing the plan. Replied the rep: "Companies hate to give annually scheduled raises. CF would love to go to a gain-sharing program instead. We feel management and the employees would be better off under such a program."

But by the time some of the latest meetings were held at Pocono and Buffalo in late May, the Towers Perrin rep had heard earfuls of objections to the program, and productivity-based gain sharing was falling apart at the seams. In Buffalo the rep admitted as much. In Pocono the meetings took on the air of an encounter session. Towers Perrin rep: "I'm picking up feelings of mistrust."

The rep said Towers Perrin was continuing the feasibility study and trying to narrow the differences between

management and labor. Gain sharing would probably focus on cost savings, such as on damage claims. A full report would be submitted to Bob Lawrence, president of CF Motor Freight, after the study was completed. CF has set a target date for the program of Jan. 1 and there will be nothing for CF Teamsters to vote on, the rep claimed. Details will be provided in three to four months.

With no details on the plan and double talk from Towers Perrin, CF employees are left with a simple "trust us." Freight Teamsters have heard this one countless times. As one Buffalo employee put it, "Instead of talking about gain sharing, CF should be talking about how they'll gain our trust."

The union has remained strangely silent as CF tests the resolve of union members. While a warning has been issued on ANR's Pro Councils, not a word has come out of the International on CF's probing. McCarthy and Jack Yager will have trouble protecting our freight jobs with their heads stuck firmly in the sand. Meanwhile, the Towers Perrin road show is heading into the South.

the Pro Council is aimed at using Teamsters to single out Teamsters for poor work habits and low productivity.

The real meaning of the group was revealed in an item raised by the terminal manager. The minutes note, "If anyone is caught or seen defacing the walls, throwing lunch bags, cups, etc., anywhere except the garbage cans would get a warning letter and a three (3) day suspension." This was seconded by the dock worker! The company had achieved its purpose of unilaterally changing the contract!

This illustrates what one Teamster expressed about his experience on a Pro Council at another ANR terminal: "If you don't pay attention to what is being said and what you are doing, you'll wind up doing some harm."

Pro Council doesn't address real problems, such as the diversion of freight to ANR's non-union divisions and the rails.

We welcome the warning our International union has put out on ANR's Pro Council. The same position should be taken on other employer-run "cooperation" groups and our union's warning should be enforced by appropriate action.

When the employers show their cooperation by adhering to the contract and treating members with respect, true cooperation will be possible. The first step is a strong union, because our cooperation is capitulation from a position of weakness.

Yellow Using Peers To Push Production

Scott Askey
Local 63, Yellow Freight
Barstow, Calif.

At the May stewards meeting at Yellow Freight, Barstow, management told the stewards of a new program to put peer pressure on low-producing employees. The program consists of meetings in which high-productivity and low-productivity employees and management will discuss the production of the low-rated employees. Management claims the peer pressure along with training films will automatically increase production.

It seems Local 63 officials endorse the program, as Mike Washington, a Local 63 executive board member and Yellow Freight grievance steward, attended this meeting and encouraged employees to cooperate.

Yellow's plan is just another union-busting device to break down whatever unity we have and pit Teamster against Teamster. The freight industry isn't like an assembly line, no two trailers are ever alike, and the people working those trailers are sometimes chosen for good loads based on their relationship with the company.

Expect the company to want productivity standards in the next contract, if not sooner. This can only happen if we allow it. Let's just stick to a fair day's work for a fair day's pay, as the contract says. I urge all Yellow Freight Teamsters to stick together and protect each other. Stop playing the game by Yellow's rules.



14 Months Left in Contract

It's Time to Show UPS O

UPS Teamsters, we should pat ourselves on the back. Our long days of hard work on the road and in the centers and hubs made UPS astonishingly profitable again in 1988. According to Security and Exchange Commission reports and the company's own 1988 Report to Shareowners, net (after-tax) profits exceeded \$758.7 million on revenue that increased 14% from \$9.7 billion in 1987 to \$11 billion.

To provide some perspective, another transportation giant, Consolidated Freightways Inc., reported 1988 net profits of \$113.2 million on revenue of \$2.69 billion—more than four times less than UPS.

The 2.7 billion packages you delivered (up 7.7%) also made the members of the UPS Board of Directors and their families very happy. Each and every one of them got a big fat raise in 1988 (see chart next page). For example, the two top officers, Kent C. Nelson and John W. Rogers, took

home salary increases of \$33,000 (12.7%) and \$41,500 (10.8%), respectively. The UPS board paid cash dividends totaling \$1.80 per share in 1988 as well, netting the Nelson and Rogers families approximately an additional \$154,000 and \$345,000 in cash compensation, respectively.

Who Owns UPS?

Of the 219,400 UPS employees, 17,838 of them own shares of stock. Twelve of those shareowners, the members of the UPS board, own 11% of the total shares. These board members also have, or participate in, the voting or investment power of an additional 42.6% of all shares.

Board member Paul Oberkotter, the 84-year-old former chairman and CEO, is still the biggest shareowner by far. He and his family own more than one million shares valued at more than \$55.5 million. UPS' after-tax profit rate on the equity of shareowners in 1988 was 23.9%.

What About Us?

It's about time we stopped patting ourselves on the back and started organizing for a contract in 1990 that will win the return of our fair share of the UPS success story. We continue to work harder and harder while our standard of living falls further behind!

First the good news. Participants in the UPS Thrift Plan received 15.6% on the average monthly balance of participants' accounts. Still better than a bank, but not better than last year's 19.59% or the 23.9% rate of return for shareowners. The UPS board previously capped the maximum company contributions to the Thrift Plan at \$30 million, which accounts in part for the lower rate of return. Investment return was actually higher in 1988, 11.1%, than in 1987, when it was 7.59%.

We're Working Harder for Less

But the inequity truly becomes apparent when we look at UPS' breathtaking profits and management's share of those profits and compare it with our base wage increase of 30 cents an hour, about 2% for full-timers. Consumer prices rose 4.1% in 1988. They rose 3.6% in 1987, and a very conservative estimate for 1989 is 5.0%, again years when we got 30-cent raises.

We can no longer afford to be pacified with lump-sum bonuses. Wage erosion during the decade of the 1980s has opened a \$1.36-an-hour gap between our wages and what they should have been if adjusted to keep pace with inflation (see graph next page). We need serious hourly raises and a real cost-of-living clause in our next con-

tract.

What has happened to our conditions during this worst contract of all? The Report to Shareowners gives us a clue: "The use of air express drivers enables us to keep the shipping rate for this service (On Call Air Pickup) competitive with other overnight air delivery companies. The 1987 national labor agreement with the IBT provided the flexibility to use special drivers in specific air service operations."

Translation: our union cut a deal with UPS in Article 40—Air Operation—that provides unionized labor at non-union wages. The computerized On Call service is being tested in Philadelphia and Dallas and will expand systemwide during the next contract. In addition to air-operation concessions, the new-hire rate for part-timers has not been raised since 1982!

An excellent new service offered in 1988 is starting to have a major impact on working conditions: UPS Hundred-weight Service. Package car drivers dread the thought of a 100-pound package, but we're already handling more aggregate weights of 200 pounds or more to one location. What will be the end result of this increased tonnage? A shorter career for all who handle these packages—drivers and inside workers.

What We Need

Our next contract must make up lost ground on inflation, provide more rest with shorter days and more paid time off, protect our jobs with stronger seniority rights, and boost pension benefits so when UPS has used up the strength and stability of our bodies we

UPS and Downs

Toledo Feeder Drivers Fight Off 4-10s.

Feeder drivers in Toledo Local 20 showed UPS what union solidarity is all about after management proposed to convert 22 runs to four 10-hour days effective May 1. UPS has language allowing for conversion to 4-10s in the Southern Conference Supplement, but no such language in the Central Conference. Drivers published an informative flyer on the issue prior to an April 8 union meeting at which a vote was to be taken on the proposal. The flyer projected annual losses in earnings of \$6,000 to \$13,600.

"The thought of three (3) days off a week is great, but are you prepared to work 12 to 15 hours a day in return. ... Finally, are we to let greed for corporate profit dictate our standard of living. Where is this greed rooted? As with all corporations, with the stockholders, of course! Well what a coincidence that the stockholders of UPS just happen to be its management." At least 90 drivers attended the union meeting, but UPS, already smelling a Big Fat NO, withdrew its proposal before the vote.

UPSers Plan Pension Program for Contract.

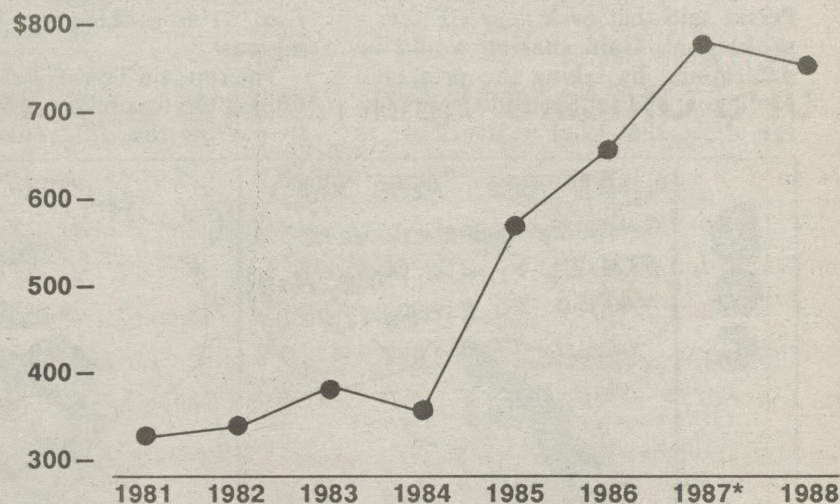
Some 20 representatives of independent local and regional pension reform movements met in Breezewood, Pa., May 13 to map plans for the 1990 national UPS contract. There was solid agreement that all UPS Teamsters, in all the various pension plans, should put forward a united program to demand that specific pension improvements must be announced in writing, in advance, before ratifying any agreement (see page 8). This pension movement started in the East but the contract will help unite them with the bulk of UPS Teamsters, who are in the Central States and Western pension funds. TDU organizer Ken Paff, TDU steering committee member J. Anthony Smith and counsel Chris Allamanno attended, along with reps from Ohio, Western Pennsylvania, Central Pennsylvania, Baltimore, Washington, D.C. and New England. Watch for a *UPS Network News* devoted to how to win major pension improvements using Majority Rule on the next contract.

Pension Language in Local 804 Contract Lists Benefits.

New York City Local 804's agreement with UPS not only spells out the negotiated pension contributions UPS shall pay during the life of the agreement, it also states, "The Trustees of the UPS Union Retirement Fund have agreed to provide the following improvements in benefits for employees retiring on and after May 1, 1987." Those benefits include pensions of \$1,600 after 30 years of continuous service, regardless of age, or after 25 years of continuous service at age 55. The plan has a 25-and-out benefit of \$1,300, regardless of age.

UPS Profits After Taxes

Millions
of
Dollars:



UPS net profits (in millions of dollars): \$327.7, 1981; \$331.9, 1982; \$384.2, 1983; \$342.2, 1984; \$567.6, 1985; \$669.0, 1986; \$784.2, 1987; \$758.7, 1988.

* The UPS Board of Directors reports: "The 1987-88 comparison is also affected by an accounting principle change. As previously reported, 1987 earnings benefitted from the cumulative effect of an income tax credit." (\$159.4 million.)

Our Sense of Urgency

can retire with dignity and security. Is this asking too much? Are we out to bust the company? Absolutely not.

We UPS Teamsters are proud of our company and the service we provide. Again, we can look to the Shareowners Report for guidance: "... we have become an organization fully capable of making things happen rapidly. ... We built an airline in less time than industry experts thought possible." Not just an airline, one of the 10 largest in the United States in a year! And despite record capital expenditures of \$1.4 billion (up 15%) and record global expansion extending service to a total of 41 countries, UPS still made a net profit of \$758,723,000!

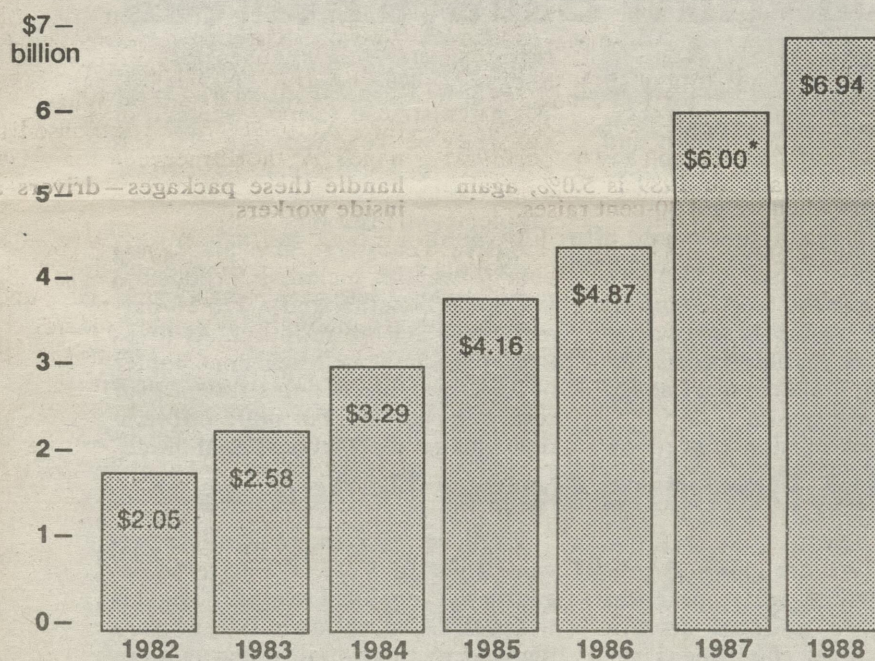
So UPS is fully capable of making things happen rapidly to meet the fair

demands of 135,000 Teamsters—the backbone of the corporation—and still be as competitive as ever in the marketplace.

But we can't expect the UPS board to boast in the 1991 report that they are proud to announce they negotiated a contract that fully met the legitimate needs of the employees. We must organize locally and nationally to win that fair contract. If you are not a TDU member, we hope you will fill out the application on page 12 and join us today. Plan to attend the TDU Rank & File Convention, Nov. 11-12, in Pittsburgh, where we will be laying plans for the contract campaign and electing our UPS Committee of TDU. Together we'll build the communication network and solidarity required for victory.



UPS Total Assets (in billions of dollars)



*UPS revised figures.

UPS Officers' Salaries and Stocks

Name	Position	Salary	'87-'88 % Increase	Stock*	Dividends†
Venard Cormie	Sr. VP	\$231,500	10.5%	132,499	\$238,498
Donald Layden	Sr. VP	212,750	‡	86,604	155,887
Frank Middendorf	Sr. VP	231,500	9.8%	245,666	442,198
Kent Nelson	Vice Chair	292,000	12.7%	85,624	154,123
John Rogers	Chair, CEO	425,500	10.8%	192,042	342,675

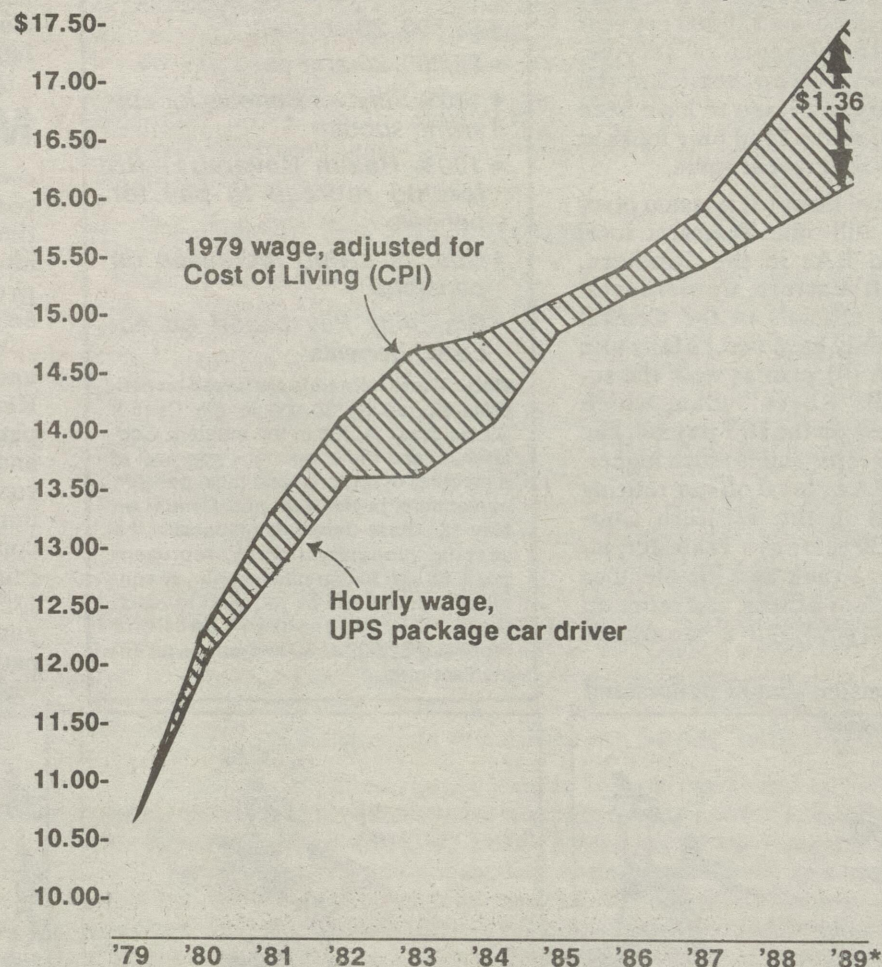
* Shares owned by officer or members of his family as of March 31, 1989; valued at \$54.50 per share by UPS Board of Directors.

† Cash dividends paid at 90 cents per share in June and 90 cents per share in December 1988 (\$1.80 total); some of the dividends may have been paid to members of his family.

‡ 1987 figures not available.

Wage Erosion 1979-'89 UPS Full-time Employee

How your real wages are \$1.36 less than 10 years ago



*CPI for 1989 estimated at 5.0%

TDU Chapters Hold Meetings To Organize for Better Pensions

TDU chapters in the Central and Southern states organized big meetings in May to discuss benefits under the Central States Pension Fund, and learn what rank and file Teamsters can do to improve them. Meetings were held in Cincinnati, Cleveland, Atlanta and Nashville, with 50 to 100 people attending the respective meetings.

"Our meeting was a real eye-opener and most informative," said George Beam, a Nashville Local 327 carhauler and member of the TDU Steering Committee. "People went away fired up about keeping the heat on the trustees."

Speakers included: Karen Friedman, analyst with the Pension Rights Center, Washington, D.C.; Robert Handelman, labor attorney, Columbus, Ohio; Amy Beckett, labor attorney, Chicago; representatives from the Central Ohio Teamster Pension Im-

provement Committee (COTPIC), and organizers from the TDU national office and local TDU chapters.

Speakers told Teamsters and their spouses that pension improvements require a political decision by the fund's trustees to make improvements a priority. A range of activities were discussed as ways to affect the trustees' decisions. The COTPIC members, who were guests at the Cleveland and Cincinnati meetings, reported they've sent a formal request to meet with the fund's trustees to discuss benefit levels.

Analyst Friedman discussed how multi-employer funds, like Central States, work. She said members must define what improvements are needed, then request data from the fund for independent evaluation of the fund's actuarial assumptions. "The fund is set up for you. If you don't think you're getting the right amount of benefits,



Teamsters and their spouses at the Atlanta pension meeting.

you have the right to ask questions, you have the right to compile information, and from our perspective you have the right to get this information from the fund," she told Cincinnati Teamsters.

Attorneys Handelman and Beckett described lawsuits to stop some of the fund's unfair practices, such as the illegal discount given UPS on contributions from 1985 to '87, and the overly restrictive re-employment rule. But Handelman stressed that legal action against the fund will be less successful than rank and file action.

"Ultimately, you have to get power over the affairs of the union," Handelman said in Cincinnati. "No one knows what's going to happen in 1991. Cer-

tainly everyone hopes that the union becomes democratic, that the leadership of this union becomes responsive and that people take control of the pension fund who represent your interests. That is no longer a remote idea."

Organizers at each meeting discussed the importance of using contractual and political pressure—starting with the 1990 UPS negotiations—to win higher employer contributions and secure an agreement to improve benefits. TDU will be supporting candidates for delegates to the 1991 IBT Convention who will make pension improvements a priority by supporting a change to elected union trustees on our pension funds.

Officers Raise Their Special Affiliates Pension Benefits 29%!

The Teamster Affiliates Pension Plan, one of the extra pension plans available only to Teamster officers, has just raised its benefits. This means every business agent and full-time Teamster official will now get a higher pension, at a time when members are crying out for increases but getting told, "Don't worry, be happy!"

For an official making an annual salary of \$50,000 or more, the increase is a healthy 29% more. For example, a BA with 10 years of service, making \$50,000 per year, would now draw \$12,900 per year for life from this plan (up from \$10,000). A BA with 20 years of service would draw \$25,800 per year for life; with 30 years of service, \$38,700. There is no need for the officer's salary years ago to have been near \$50,000, as the fund only looks at the salary level in recent years.

This is one of three (3) pension plans covering all full-time Teamster local officials and BAs in the Southern, Western and Eastern Conferences. (Some local officials in the Central Conference only have two.) Many also have a fourth (4) plan as well, the so-called "Rolls Royce" plan, which covers all those on the IBT payroll, like International reps, and is much higher.

A typical BA or local officer retiring from a local in the Western Conference with 30 years as a Teamster, including 15 as a rank and file member and 15 as a BA or officer, can retire on approximately \$5,000 a month or \$60,000 a year.

Every Teamster should understand

this: every union trustee of every Teamster pension plan just got a nice 29% raise in one of their three (or four) pensions. So if they tell you your pension is fine, you will know just where it's coming from.

Every Teamster who cares about this should take positive action: we now have the right to change all this, using our new Right to Vote.

What Members Are Demanding

- \$3,000, 30-and-out at any age
- \$2,500, 25-and-out
- \$2,000, 20-and-out
- 100% Survivor Benefits for surviving spouse
- 100% Health Coverage—No forcing retirees to pay for benefits
- Cost of Living increases on pensions
- Disability Pay based on accrued benefits

Note: These demands are based on petitions signed by 30,000 in the Central States area, 15,000 in the Western Conference, and the unanimous approval at a meeting of regional and local pension movements in the East and Central on May 13. These demands, especially the specific monetary figures, represent goals to aim for; greater employer-contribution levels will be required to reach them. TDU-sponsored petitions proposed \$2,000 at 30-and-out as an immediate step.

Michigan H&W Betrays Retirees

The Michigan Conference of Teamsters Welfare Fund, following the lead of the Western Conference, Central States and other health and welfare funds, has slapped its retirees with required contributions to maintain coverage, along with other cuts.

The \$50 per month required of each covered retiree is especially harsh since, according to the fund's publication, *Messenger*, "a lapse in payment makes a retiree or surviving spouse ineligible to obtain Fund coverage at any future time for any reason."

Adding to the burden placed on

retirees, surviving spouses lose all coverage five years after their Teamster spouse retires, whether or not they've reached age 65 and eligibility for Medicare. Other cuts include the loss of optical benefits and a supplemental insurance option.

Active Teamsters also are facing cuts in benefits, including a reduction in optical benefits, and a \$10 co-payment for each prescription. At press time, the Southeast Michigan Chapter of TDU was discussing strategies for reversing the cuts. For more information, contact the TDU national office.

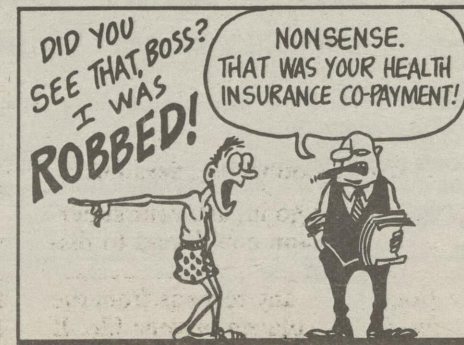
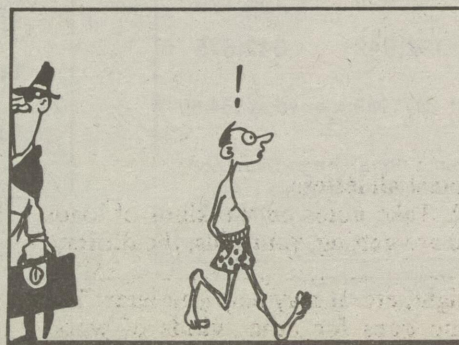
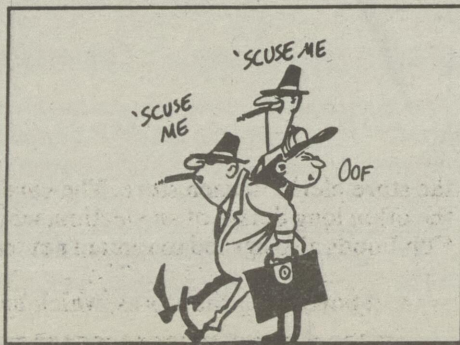
Members Demand Better Pensions

continued from page 1
coast to coast. We are going to continue to file lawsuits, where practical and justified, to address certain problems, such as the illegal re-employment rule in the Central States.

Second, we are going to unite rank and file Teamsters to use Majority Rule to reject major contracts until pension improvements are addressed and spelled out in writing in advance of voting on those contracts. Of special importance to all Teamsters is the UPS contract negotiations next year because it is national, it covers more than 135,000 Teamsters, union bargaining power is high there, and it will set the pattern on benefits for all Teamsters who follow.

Third, we are going to use our newly won Right to Vote. We have to organize in every local to elect delegates to the IBT Convention in 1991 who are pledged to remove all union trustees who have stood with the employers and blocked the rank and file's just demands, and replace them with trustees who will represent the working and retired Teamsters. We must follow that by electing International union officers who will do the same.

This program is no quick fix, but it will work if we continue to grow and build momentum. The way things are going now, we can't miss. If you want to be on the team dedicated to putting the members' pensions first, there is no better time to join TDU than now.



Steward's Corner

Know Your Rights When the Boss Calls You In

You are told to go to the office for "counseling" with management, so you ask for a steward. The company denies your request and suspends you for "insubordination" when you refuse to meet. What do you do?

This story occurs too frequently, particularly at Consolidated Freightways. At CF and many other employers, management is looking to hammer Teamsters on their productivity and is using coercion and harassment. Nevertheless, you do have rights to union representation.

Can You Be Disciplined for Your Productivity?

It depends on your contract. In many Teamster contracts, including the national contracts, you cannot. Article 20 of the Master Freight Agreement and Article 37 of the National UPS Agreement both have been consistently interpreted to disallow discipline over failing to meet productivity standards, such as a piece count or weight loaded per hour. Some employers try to get around the contract by building a record on employees. Letters for mishandling freight, failure to follow instructions or methods, and other offenses can add up to discipline for "accumulative work record." In other words, Teamsters are disciplined for productivity under the mask of other minor offenses.

What Are Your Rights to Union Representation?

Your rights fall under a decision made by the National Labor Relations Board (NLRB) against the Weingarten Company, thus called "Weingarten rights."

Workers have the right to union representation only during investigatory interviews—when a supervisor questions you to obtain information that could be used as a basis for discipline, or when a supervisor asks you to defend your conduct. If you have a reasonable belief that discipline or other adverse consequences will result from what is said, you may request union representation.

Are Counseling Sessions Covered by Weingarten Rights?

If you have a reasonable belief that the session could lead to discipline, your right to union representation is valid. If notes are kept during the meeting for your personnel file, or if other employees have been disciplined after such a session, then your fear is justified and you are entitled to union representation. However, if the supervisor gives firm assurances that the meeting will not be used for further discipline and promises that the conversation will remain confidential, Weingarten rights will probably not apply.

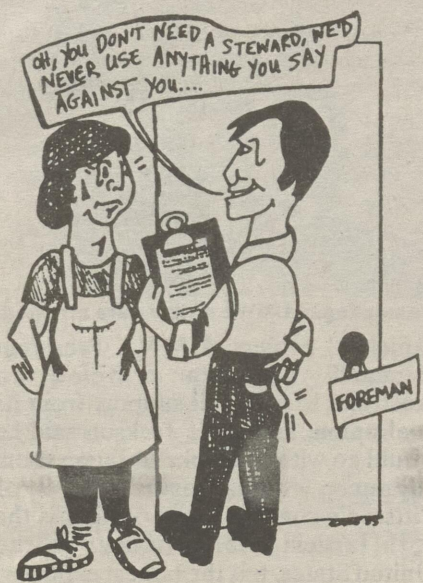
What Should You Do if Told to Attend a Counseling Session?

1. Before you go in, ask your supervisor if this session could lead to discipline. Try to get a witness to the conversation. Ask if any records from the meeting will be placed in your file. If

you don't get an answer, request union representation immediately. A witness is important to document this. It's a good idea to carry a small notebook at all times and record the time, date, supervisor's name and his response to your questions.

2. You must make a clear request for union representation before or during the interview. You cannot be punished for making this request.

3. When representation is requested,



your supervisor has some choices: grant the request and wait for the steward; deny the request and end the session; give you the choice of going on with the session or ending it; or deny the request and order you to stay for the interview.

Can You Refuse to Attend a Counseling Session?

Maybe. But the smart thing to do is to request union representation. Make a note of it, have a witness, and if the company refuses, go ahead with the interview. You then have the right to file NLRB charges. If this happens call the TDU office.

If No Steward Is Available, Then What?

It depends on your contract. At a minimum, you can request a co-worker, but the supervisor doesn't have to accept your choice. He can bring in another worker to witness the discussion. Once again, this points out the necessity of taking your own notes.

How Can You Guard Against Harassment, Discipline?

1. Take notes and have witnesses available when possible. If you receive a warning letter, protest it in writing and give it to your steward. That way you will be able to argue its validity if the employer ever tries to use it against you at a later date. Most Teamster grievance panels will not hear warning letters unless they become the basis of later discipline. So play it smart and protest all letters.

2. Take notes on the kinds of loads you are getting, your bills, the difficulty in handling a particular kind of freight, etc. It may help you later. The same goes for other kinds of work,

TDU publishes special Log Books for UPS package car drivers to use.

3. Make notes on what the supervisor says to you. If he says, "You'd better increase your production or we'll make it hard on you," or something similar, note it and look for witnesses.

4. Most states now require employers to allow you to inspect your personnel file and make copies from it. Usually your request must be in writing. Keep track of what the company has on you in its files. The union has a strong right to gain such information from the employer under the NLRB.

5. Work smart. Start working together with others and avoid making mistakes. If you see someone else

making a mistake, help your brother or sister by pointing it out so he or she won't be on the hot seat.

6. When keeping records, do your note-taking during a non-work time, like break or lunch. Don't give management an easy opportunity to nail you.

We can beat productivity harassment with unity and by demanding that our union represent us. Start by comparing notes, listen closely to what management is saying and start filing grievances as a group. We're human beings, not machines, and we deserve the respect and dignity owed us for making our companies successful. Remember, knowledge is power. Know your legal rights and use them.

Grocery Bag

Kroger Puts Greed Above Law.

Some 80 Teamster drivers in St. Louis lost their jobs in 1986 when Kroger suddenly pulled the plug and sold its stores. Kroger finally lost a grievance at arbitration four months ago, entitling each driver to two weeks pay due to the failure to give any written notice of closing. Incredibly, Kroger has refused to pay up this pittance, despite the binding decision. These drivers have had to fight for a measure of justice against the International union as well as Kroger management. They unsuccessfully sued over denial of transfer rights they were entitled to, and they are also suing, along with other Kroger Teamsters, over the denial of 30-and-out and other pension benefits by the Central States Pension Fund.

Vons Finds Injuries Caused by Speed-up Costly.

Grocery retailers have always pushed checkers to work faster in order to keep the lines short without having to hire more checkers. Now they're finding that the resulting injuries can hurt them in the pocketbook. The Vons Cos.' annual report for 1988 states that the company experienced an increase in workers compensation and liability insurance costs of \$10 million. According to *Supermarket News*, the increase was largely due to claims from workers with repetitive stress injury, an ailment that affects workers in many industries who have to repeat a motion over and over, such as pulling grocery items over a scanner. Vons has responded by training checkers in "proper technique," such as avoiding twisting their wrists. A far better solution would be to make sure they can maintain a comfortable work pace, and to hire more checkers if needed.

JC 28 Solidarity Is a Mixed Message.

Seattle-area unions of grocery clerks and meatcutters May 11 went on strike against the Allied Employers, which represents Safeway, Albertson's, Fred Meyer Inc., and most Thriftway stores, along with others. Immediately, International Vice President Arnie Weinmeister, head of JC 28 in Seattle, sent a written message to the Teamster rank and file asking them to honor the picket lines—a welcome show of solidarity. But in a memo to drivers, one employer quotes a Local 313 BA as saying, "There is no union policy against crossing the picket lines at store level." The memo states, "Drivers who cross picket lines while delivering will not be reprimanded in any way by the union." This employer meddling is causing a mixed message on union support that must be cleared up for drivers who refuse to cross. So far the Joint Council seems to have done nothing to reinforce its original pro-solidarity message. Meanwhile, members of the Seattle TDU chapter, including freight and UPS Teamsters, are collecting food to be donated to the strikers. And a boycott by shoppers of the struck stores also is having an impact.

UFCW Wins Recognition from Denver Super Valu Subsidiary.

Teamsters at Cub Foods/Super Valu in Denver can look forward to welcoming the in-store workforce into organized labor soon. United Food and Commercial Workers (UFCW) Local 7 has won an agreement from Cub Foods to recognize the union, based on union cards signed by a majority of the store clerks in each store. The card check is important because it avoids the often long delays of an election, which can weaken a new bargaining unit. Cub Foods also agreed to remain neutral while the UFCW works to organize the six Denver-area stores. The union, in return, has agreed to stop picketing and boycotting the stores, which had serious effects on sales.

Pittston Strikers Fight Attempt to Break Master Contract

UMWA: 'We Will Not Go Back!'

It's a typical day in May at the Pittston coal preparation facility in McClure, Va.—some 200 miners and family members go limp as they are arrested blocking entrances to the facility to prevent its operation. More than 2,000 have been arrested, hundreds of them several times, as 1,700 members of the United Mine Workers of America (UMWA) take on a renegade corporation.

The miners knew long before the April 5 onset of the strike what kind of a battle they were in for. When the corporation refused to sign the national master contract and insisted on a separate deal, the union carefully planned strategy while miners worked for a full year as a show of good faith. The miners know they are fighting to save their national contract. As Local 8939 officer Hayman Hill said, "Every coal corporation will try to follow suit if Pittston wins."

The strike is not a typical one in which a few pickets sit around a burn barrel and watch helplessly as management herds in scabs. This strike is seen as a war: justice, community and unionism on one side, corporate greed on the other. The miners and their union have taken this message across America and overseas.

- The miners have adopted the civil disobedience tactics of the civil rights movement of the 1960s. Picketers have remained non-violent, yet militant. Daily sitdowns at the coal preparation plant have kept production to 30% by the corporation's own estimate, which the miners say is inflated.

- The union has built community

support. Dozens of religious and community leaders in the area have publicly supported the miners. On April 30, Jesse Jackson addressed 12,000 Mine Workers supporters at the Wise County Fairgrounds and told them, "The tradition of John L. Lewis and the tradition of Martin Luther King have come together in your actions." During the rally Jackson left briefly to change from a suit and tie to the camouflage uniform, which is the miners' badge of solidarity. Congressman Rick Boucher (D-Va.) also showed up wearing camouflage. Even local high school students have walked out to demonstrate support for the UMWA. Miners' widows have sat in at the company's regional headquarters.

- The Mine Workers have launched a corporate campaign, aimed at banks, Pittston shareholders and the business community, to isolate the union-busting management. In May, some 500 miners attended the corporate shareholders' meeting in Connecticut and picked up support in a proxy fight.

- The union is mobilizing other miners in solidarity. The UMWA has bargained into its national contract 10 "Memorial Days" in honor of miners who have lost their lives. The UMWA president can declare these non-working days at any mine, at any time, not to exceed 10 during the contract. Thus miners from other companies have shut it down to support the strikers at shareholders' meeting and on the picket lines in Virginia.

- The union is reaching out for local and international labor support. The state AFL-CIO has started an "adopt-



Camouflaged UMWA strikers are arrested by police near Pittston coal facility in Virginia.

a-picket" project. UMWA President Richard Trumpka traveled to Australia to gain full support from its coal union, and Jesse Jackson said he would go with Trumpka to Japan soon. Japanese companies buy most of Pittston's coal. The corporation is the 15th largest coal producer in the United States, but the largest exporter.

- The union provides \$200 a week strike pay, full family medical benefits for strikers, and waives their dues payments. Although the union is being fined and threatened for its support of non-violent civil disobedience, the International is standing strongly behind the strike. Trumpka told a strikers' rally, "It is our generation's responsibility to fight for the rights our ancestors won for us. We will not go back!"

Both sides are braced for a long struggle. One Mine Workers official told us that he hoped Pittston would be forced to sell its coal operations, as the present management is hell-bent on contract-busting. The union has made clear it will not cut concessionary deals with one operator to undercut the national contract.

The lessons for Teamsters are clear. We've seen one corporation after

another break out of national-pattern contracts with nothing more than a whimper from the IBT. The Pittston struggle provides a model for a union approach to a renegade corporation: a fight-back that shows every corporation you bargain with that it will not be rewarded by going that route; that the union will support its members, mobilize broad support, and go all-out to lead a struggle for unionism.

Can you imagine our IBT leadership leading sitdowns? Using the treasury not for fat salaries but to pay decent strike benefits and daily fines? Traveling the world not to party, but to build solidarity? Mobilizing community support behind our union? Negotiating contracts that include "Memorial Days" so members can walk out in support of brother and sister members? Planning sophisticated corporate campaigns to target union-busters?

If you cannot imagine our present IBT leadership doing any of these things, then imagine the rank and file electing a new leadership, using the Right to Vote! Use the application on page 12 to help make it happen. Victory to the Pittston strikers and the Teamster rank and file!

San Francisco Teamsters Fight Unjust Firings at Newspapers

"I directed the Coors Boycott here from 1973 to '76 and this corporation is even bigger than Coors. We're up against the Hearst publishing empire. They are paying up to \$10,000 a day to try to beat us. But we're winning and we're going to win in the end."

— Allen Baird, fired Teamster, co-chair of Save the 52 Committee

Teamster Newspaper Drivers Local 921 in San Francisco is fighting for justice for members unjustly fired two years ago. The San Francisco Newspaper Agency, publisher of the *Chronicle* and the Hearst-owned *Examiner*, fired 52 Teamsters in March and April 1987. They were mostly older drivers with up to 38 years seniority. They could have been given a quick grievance hearing and forgotten, but instead have become the focus of a major battle pitting union solidarity against corporate greed.

"The 52" were fired for alleged dishonesty. Each day when the Teamsters would bring back excess newspapers from the racks they also would report the number stolen from the racks, past practice for many years. The 52 long-time employees were fired after their new contract conveniently granted a 70% starting wage for new

hires. (The new union leadership considers the new-hire clause a mistake.)

The 52 and Local 921 have gone on the offensive. In March they won a victory when a California judge agreed with the union position and awarded unemployment benefits to all those fired. Now they are in arbitration over the firings, which is expected to last nearly a year. The newspaper agency has three attorneys (including Steve Hearst, cousin of Patty Hearst) and others in the hearings every day. It seems willing to spend a bundle to weaken the union.

But Local 921 is rallying in response, not weakening. To help pay the enormous costs, the union conducts fundraisers and is building broad support. On April 23 some 500 members and supporters came to a dinner featuring Chuck Mack, president of Joint Council 7, Walter Johnson, secretary-treasurer of the San Francisco Labor Council, Dolores Huerta, vice president of the United Farm Workers, and other labor leaders. The 52 also have filed an age discrimination lawsuit, opening up another legal front in the battle. The 52 and members of Local 921 are determined to get justice and show that union solidarity can win.

TDU Rank & File Convention

This will be my 14th Convention and I wouldn't miss it for the world. The Right to Vote on officers and 50% plus one on contracts are just the beginning. See you in Pittsburgh in November.

—Frank Greco
Local 478, CF
Edison, N.J.

**November 11-12
Pittsburgh**

Your Bylaws Can Be Changed

Local 582 Bylaws Protect Informed Contract Votes

"The membership involved in the ratification of a new contract shall not vote for at least 72 hours after receiving copies of the proposed modifications and changes in their entirety."

—New language in the bylaws of Local 582, Spokane, Wash., approved by the membership and the IBT.

Most Teamsters are covered by local contracts, which should provide a good measure of membership input and control over bargaining. Sometimes this is the case, but in many locals it is not.

Sometimes local contracts are ratified by a jam-it-down-their-throats method, without the changes written out, provided in advance and discussed openly by the rank and file who live under that contract.

What should happen in locally bar-

gained contracts is something much different:

- The bargaining committee should include elected rank and file reps who report to the membership regularly.

- No contract should be ratified without a full and accurate written report on all changes, or without discussion by the rank and file.

These are simply good union procedures that will help bring about a more united membership, a better contract and a stronger union. If your local union leadership prefers the "mushroom" method (keep them in the dark and feed them manure), there are steps you can take to correct it.

- Organize your shop in advance of the contract, using rank and file meetings, petitions, and getting your own

legal advice. A motion at a union meeting to follow these procedures would be in order. TDU can help with this.

- Use the election process to change your local leadership to get leaders who do agree that a democratic union means a stronger union.

- Change your local bylaws by submitting amendments in the proper fashion, and voting for them at a union meeting.

The amendment to the Local 582

bylaws is a good model, adopted in 1988, for advance notice of contract votes. Similar language on rank and file bargaining committees also can be inserted if needed. The membership of Spokane Local 582 adopted their amendment after it was submitted by several members, including George Ragland who was also elected the president of Local 582 later in 1988, based on his support of democratic measures such as this one.

Tillamook Creamery Teamsters Win Right to Rank and File Negotiators

Some 40 Teamsters employed at the Tillamook Creamery came to a TDU meeting on the Oregon coast April 29 with a number of questions on their minds. First and foremost, with their contract about to expire, they wanted to strengthen their union in bargaining.

They had reason to be upset. Their Local 58 business agent had informed them that the employer did not want elected stewards to be a part of the negotiations. The BA claimed the employer had the right to veto the stewards in negotiations! In the past, the stewards had been involved in the negotiations.

After the meeting discussed major developments in the IBT and formed a new TDU chapter, a plan was made on this bargaining issue. A petition was drafted and the majority of the bargaining unit of some 250 Teamsters at

the creamery signed it. TDU attorneys prepared a letter detailing the legal issues, making it crystal clear that the employer can neither dictate who the union negotiators are nor veto rank and file negotiators.

Within days the issue was won and negotiations have now begun with the stewards involved. The contract will be governed by Majority Rule for the first time, thanks to our major victory last October.

The Teamsters at Tillamook Creamery got the attention of the officials, as well. At the May TDU meeting, the local secretary-treasurer made a "rare appearance" in town along with a rep of Joint Council 37. They announced that they are the leaders and there is no need for TDU. That view was ignored and the members went on to organize their TDU chapter.

CCI Cheating Us on Pensions, H&W

If you mistakenly claim 15 minutes pay from your employer, you may very well be branded as a thief and fired. We have yet another example of massive thievery by Ryder Systems management for which they will pay no penalty.

Shortly after the 1985 carhaul contract passed, we warned in *Convoy Dispatch* that the new daily pension-payment scheme in the Central States was a license to steal. And that if CCI underpaid on pension contributions, the fund would be weaker and all of our pensions would be smaller.

Central States Audit

The *Local 299 News* reports that the Central States Pension Fund will be richer by more than \$220,000 following an audit by the fund, which found that CCI had cheated our pensions out of 15,000 days of payments at \$14 a pop. This is for one terminal with 600 drivers between 1985 and '87. Check to make sure your local has requested an audit by the fund.

Also on pension and H&W contributions, at CCI in Jacksonville a secretary checks the previous week's log books.

If log books aren't turned in, no H&W is paid. Unless a claim is made, they don't go back when logs are finally turned in. And our H&W fund is weaker as a result. We get fired if we steal. Ryder gets richer when it steals.

Warning on Waiver For Workers Comp Claims at Ryder

Ryder Systems is asking employees to sign a very broad waiver for the processing of workers compensation claims. The form grants Ryder the right to any medical records since birth. This goes far beyond the information necessary and may be used against a member now or in the future. To protect yourself, you can substitute the following language: "I hereby consent and request that Ryder Services Corp. be permitted to examine and obtain copies of hospital and medical records regarding my work-related injury of (date) on those matters relating to examination, diagnosis, care and treatment rendered as a result of this specific injury."

New TDU Hats!

Sport one of these and you're ready to go to bat for the rank and file. The union-made hats are blue with a white TDU emblem. One size fits all.

\$6.50 each;
\$5 each if ordering 5 or more

Send me _____ TDU hats

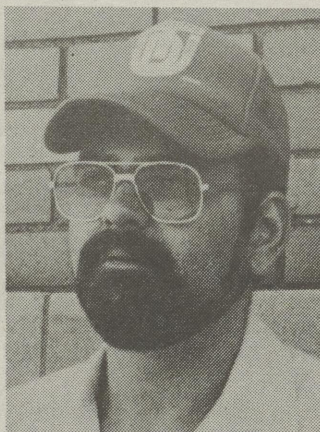
Enclosed \$ _____

VISA/Mastercard: # _____ Exp. ____/____

Name _____

Address _____

City _____ State _____ Zip _____



Summary of Major Terms in Consent Decree:

How the Teamster Constitution Is Changed

DELEGATE ELECTIONS. All delegates to IBT Conventions, starting in 1991, shall be elected by direct rank-and-file balloting shortly before the convention (not more than six months before, except for those delegates elected during fall 1990 local union elections). Officers will no longer automatically be delegates.

NOMINATIONS FOR OFFICERS. Nominations shall be at the convention, with 5% of the delegates (voting by secret ballot) needed to nominate. The election shall be by in-person ballot-box voting at local unions, with absentee ballots where necessary, supervised.

ELECTION OF OFFICERS. The IBT General President, General Secretary-Treasurer and all 16 VPs shall be elected four to six months after the convention by direct rank-and-file voting. Five of the VPs shall be elected at-large, and 11 elected by Conference Area: Canadian, one; Southern, two; Western, two; Eastern, three; Central, three. For example, only members in the Central Conference will vote on Central Conference VPs.

Any vacancy in the office of IBT President shall be filled by special election.

THE ELECTION OFFICER. A court-appointed Election Officer shall supervise the election in 1991 and 1996. The Election Officer shall be able to hire

staff, distribute materials to the membership prior to the election, have access to all records, have office space at the IBT headquarters, and certify the results.

ADMINISTRATOR AND INVESTIGATIONS OFFICER. These officers have been appointed by the court. The Investigations Officer shall have the power to conduct investigations of the operations of the IBT and its affiliates, and initiate disciplinary actions or trusteeship proceedings regarding corrupt or dishonest officers or locals.

The Administrator shall hear any charges, using a "just cause" standard. The Administrator may also have review power over IBT actions to prevent racketeering activity. Both officers shall have staffing, independent auditors, office space, access to information, and shall issue reports to the membership. These officers shall serve until 1991-'92, when a permanent Independent Review Board shall be formed.

TIMETABLE. All of these changes are now in the IBT Constitution, by court order. As a formality, they will be ratified by delegates at the 1991 IBT Convention, but they cannot be rejected or changed without placing our union in contempt of court. The court would simply order them enforced and place sanctions on our union.

Georgetown, Ky.

Ryder Imposes Cut-Rate Pay, Threatens to Turn Traffic to QAT

Ryder Systems area manager J.R. Okopal has illegally threatened to turn over traffic at Georgetown, Ky., to Ryder's non-union Quality Auto Transport unless the drivers vote to accept half-rate pay. He has knowingly paid drivers illegally, cutting all backhauls to half rate even though no cut-rate pay has been approved. He has said he will return this stolen money only if drivers vote to approve half rates in the future.

After months of effective resistance by the initial 12 drivers in a combined operation under the CCI and Convoy labels, Okopal boasted he would get his half rate. He brought in four new Convoy drivers, waived their 30-day probation, shipped everybody else out of town and then forced through a non-secret vote on a proposal in blatant violation of the contract: "All deliveries from the Georgetown, Kentucky, plant in excess of a radius of 300 miles that result in a backhaul shall be paid full rate/half rate." This supposedly covered only Convoy, but all traffic is shared and a merged seniority list was posted within days.

Okopal knows his conduct violates the contract and it can be successfully challenged. His goal is to batter most members and perhaps bribe a few until he gets people to give up. Unless our union acts forcefully, such bullies and thieves will succeed. Carhaulers and our union will be damaged. And our industry will be damaged, because this is no way to run a business.

The men and the local are being told there will be more jobs if traffic is taken off the rail from Detroit into

northern Tennessee. Two things are not said. Some other Teamster in Winston-Salem, Atlanta or Nashville is already delivering that freight. And the proposed competitive zone back from Detroit includes mostly traffic that is already being hauled on truck at full rate into southern Ohio and Kentucky.

Georgetown is Ryder's latest push in its nation-wide attack on our union. So far many members and officials have fought Ryder, but in an isolated, uncoordinated way. Our union has yet to take steps to match Ryder's organization.

We are now facing a slowdown in sales. If drivers were told by our union to follow every rule on our loads and haul them on the routes our pay is calculated on, then with a minimal disruption of service Ryder's profits would suffer, and more drivers would work during this slow period.

What's Up at QAT in Detroit?

The QAT operation in Detroit is continuing and Local 299 seems to have been thrown this hot potato without any real plan. Whatever legalities the fight is bogged down over, our union has the power to pressure the source of the problem—top management at Ryder Systems. The longer effective action is delayed, the greater will be the damage to union jobs and the morale of union members.



'A Union of the Members, by the Members and for the Members'

So stated Judge David N. Edelstein as he appointed the Independent Administrator and the Election and Investigations Officers on May 31. The judge's paraphrase of Lincoln's Gettysburg Address aptly describes the vision of thousands of rank and file Teamsters. But it's not for the court or the court-appointed officers to make that vision reality. It's up to the members. If you share this vision, join the movement of Teamsters that is organized to build union democracy and a union of the members, by the members and for the members.

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local Union # _____
(please print)

Address _____

City _____ State or Province _____ Zip _____

Phone () _____ Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production
☐ Other _____

Optional: Spouse's name _____

_____\$30 membership fee for one year's membership & subscription to CONVOY DISPATCH.

_____\$75 three year membership fee. (\$10 of this shall be rebated to the local chapter.)

_____\$15 for spouses; retirees; & Teamsters who gross less than \$12,000 a year.

☐ Check or money order ☐ Cash

☐ Mastercard/Visa: # _____ Exp. date _____ / _____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
(TDU membership is kept confidential from employers and union officials)

Carhaul News

Auto Convoy, an 'Innocent Party.'

The ongoing court case against the denial of a vote on Auto Convoy's systemwide rider provides a humorous twist, reported in the April 19 *Nashville Banner*: "A lawyer for the company from Dallas argued further that the company was an 'innocent party' to an internal dispute between the union and its members." The lawyer was actually from the union. Why is he arguing the company is innocent? You might blame the newspaper for mistaking a union rep for a company man, but it happens all the time at grievance panels.

NuCar Gets Rate Increase, Then Hikes Ancillary Charge.

Port Newark NuCar owner-operators in Local 560 are fuming. The company received a rate increase on some Toyota traffic. Do you think it'll give a share to the drivers who bear most of the costs? Not a chance. NuCar hiked the "ancillary" charge taken out of the drivers' share without even pretending to go through the process negotiated in last year's agreement. A grievance has been filed and should be won quickly at the Eastern Conference.

Grievance on 'Bulletin #113' Deadlocks in West.

In our May issue of *Ryder Roundup News* we reported on Ryder Systems' claim that "Bulletin #113" signed by George Rohrer allowed the company to change the clear meaning of a new provision in the Western Conference Agreement giving meal allowances to drivers required to work out of foreign terminals. In addition to filing a grievance, the Phoenix driver affected had written to National Chairman Ernie Tusino questioning the wisdom of Rohrer's signing such a bulletin, which Phoenix Local 104 had not even bothered to inform its members about.

We're glad to report the grievance was deadlocked at the recent Western hearings in Scottsdale, Ariz. We are disappointed to report that Local 70 business agent Ernie Freitas threw an embarrassing tantrum directed at several members with many other witnesses. Freitas said, "Ernie Tusino didn't know what was going on out here," and implied that members who blew the whistle on the deal would suffer for it. We remind Brother Freitas of the letter sent to all members by President William McCarthy asking us to vote Yes on the second contract offer and promising, "With the full cooperation of Ernie Tusino, my co-chairman, we will be monitoring the decisions at all levels."

Way to Go, Nashville CCI.

Thirty-nine members at Nashville CCI raised a \$540 collection for TDU's STRIVE—War Chest for Democracy. That's almost \$15 a head. STRIVE stands for Support the Rank & File in Voting Equality and we're going to need a good dose of that to take advantage of opportunities in our next contract and at our next IBT Convention in 1991. Voting support for TDU positions in carhaul has remained high. Dollar donations are needed. The new STRIVE campaign is a good time to start pulling our weight. If you'd like information on how to get it going in your terminal, just call us.

CCI Drivers Win Back Pay on Extra Loading Stops.

Houston and Jacksonville CCI drivers will be getting some nice checks retroactive to December following the last Southern Conference Grievance Panel in Memphis. When Ryder began claiming that extra loading stops in ports should not be paid as part of the escalating skid-drop progression, it didn't go to the grievance panel and ask for permission. It started stealing the money and hoping no one would notice. Jacksonville steward Ronnie Greene and Houston committeeman Chris McDade not only noticed, they filed grievances. The decision specifically applies to both Houston and Jacksonville. Anyone else hit by this ripoff should file on it now.

Nashville CCI Saga Is Ridiculous.

The saga of Nashville CCI's grievance for the 21 miles they are deadheaded to Smyrna for loads is getting ridiculous. They won a "final and binding" class-action grievance at the December panel meetings in Florida. But Ryder refused to pay. After filing for strike sanction, the local was told to file a "clarification grievance" by union higher-ups. This went to the April Southern Conference hearings in Memphis, where people were held around for three days only to be told by Southern Conference Chairman Jerry Cook that the issue had to be settled by the original panel and some of them had gone home. But action was promised at the special Southern Conference Panel held in Atlanta. It didn't get done. Never fear, said Cook, we'll get to it at the May Central/Southern in Chicago. Oops. The grievance is now set for the June Southern Conference hearings. One question is hard to miss—are we paying Jerry Cook to bungle this, or is someone else? This kind of runaround is one reason members lose faith in the union and Ryder knows it and encourages it.